



Preparing for a Culture Change

Lessons Learned from the AcqDemo

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Preparing for a Culture Change

- **Best Practices Transition Plan**
- **Training and Communication**
- **Evaluation**
- **Technology/IT Support**
- **Other Considerations**
- **Summary**



Best Practices Transition Plan

- **Sequence of Transition for**
 - **Current AcqDemo Organizations**
 - **New Entrants**
- **Training**
- **Evaluation**
- **Technology/IT Support**
- **Resources (Manpower and Dollars)**



Training and Communication

- **The KEY to success of the AcqDemo**
 - **Provides necessary knowledge/skills to carry out the project**
 - **Reach all stakeholders (Organizational leadership, AT&L community, HR Community, Unions, Legal, etc)**
 - **Adjust training as necessary to meet the needs of the stakeholders**
 - **Leads to participant commitment to the program**



Evaluation

- **Assess the effects of project features and outcomes**
- **Determine effectiveness of the personnel system changes to be undertaken**
- **Capture data/results to not only “prove” but “improve” the system**
- **Communicate data/results to participants to gain acceptance/buy-in**



Technology/IT Support

- **Supports the collection of data for evaluation**
- **Assures uniform application of policies/procedures across the workforce**
 - **Directly impacts pay**
 - **Directly impacts employee records**
 - **Directly impacts RIF**

Must be Responsive

Must Get it Right



Other Considerations

“Link human capital strategies to organizational mission, vision, core values, goals, and objectives”

President’s Management Agenda

- **Incorporate Personnel System as an Integral Part of the Organizational Strategy – Human Capital Scorecard**
- **Manage Flexibility**
 - **Communicate best practices/lessons learned**
 - **Communicate and adhere to guiding principles**
 - **Understand/communicate desired results/end-state**



Summary

- **Involve employees and stakeholders to gain ownership of performance management systems**

“Actively involving employees and stakeholders in developing performance management systems and provide ongoing training on the system helps increase their understanding and ownerships of the organizational goals and objectives.”

GAO Report on Results-Oriented Culture, Jun 03